

Clinical Nurse Educator

Supporting Everyone to be healthy and live well

PURPOSE OF THE ROLE

Echuca Regional Health is a teaching hospital with a strong learning culture committed to supporting the professional development of all our employees and supporting students.

Position Details	
Position Title:	Clinical Nurse Educator Theatre
Department	Education Department
Reports to:	Clinical Workforce Development Manager
Positions Reporting to this role:	Clinical Support Nurse Theatre
FTE:	0.2
Enterprise Agreement:	Victorian Public Sector Nurses & Midwives EA 2020-2024
Position Classification:	RN35
Position Description last reviewed:	03/03/2024

Selection Criteria
Essential:
Qualifications & Experience <ul style="list-style-type: none"> • Experience (minimum 5 years) in a peri-operative setting • Knowledge of the National Safety & Quality Health Service Standards (NSQHS). • Demonstrated experience in the design and delivery of clinical education in a supported learning environment • Experience providing nursing education and clinical teaching • Certificate IV in Workplace Training & Assessment • Team focused with leadership attributes of relationship building and collaboration • Expert knowledge of the regulatory frameworks which govern nursing practice and education • Satisfactory evidence of; National police check, Working with Children’s and Vaccination status in line with policy and procedure at this time.
Desirable:
<ul style="list-style-type: none"> • Qualifications higher than Certificate IV in workplace Training & Assessment, or higher education qualifications • ALS/BLS assessor certification • Post Graduate qualifications relative to the role in Perioperative studies

Key Accountabilities
<ul style="list-style-type: none"> • Design and deliver a comprehensive education program to meet the needs of nurses completing Peri-operative and or Acute Care Postgraduate studies at ERH and working in these areas. • Work collaboratively with Nurse Unit Managers to identify education and training needs relevant to the department and employ modern, effective, multidisciplinary (where appropriate) education strategies to deliver and evaluate these needs. • Be the key contact with University partners and align an ERH education program with the University curricula, including facilitating clinical placement opportunities at other health services (where applicable)

Clinical Nurse Educator




- Participate in the orientation of students, graduates, new employees and less experienced staff, in the Perioperative and Day Surgery Unit
- Identify support and role model effective clinical preceptorship and supervision in the Department
- Assist in training and assessment of ERH staff to meet the mandatory and non-mandatory learning requirements of ERH staff in conjunction with the education program facilitated by the Education Department.
- Facilitate coaching, mentoring and support for clinical nursing staff where appropriate.
- Ensure all reporting requirements relevant to the role are completed in a timely manner.
- Assist in the development and revision of eLearning modules and other competency-based learning packages as per areas of expertise.
- Develop personally and professionally through networking and maintaining up to date knowledge on health issues, practices and technology.
- Participate in the development and implementation of policies and procedures relating to clinical management and care of patients
- Support the Education Department to meet the needs of the ERH Education Department's Strategic Plan

Organisational Responsibilities


Positively promote ERH within and externally to the organisation
Comply with the ERH and Victorian Public Sector Code (VPS) of Conduct
Each employee has a responsibility to comply and promote practices with all ERH policies and procedures and familiarise themselves with those relevant to their position
Comply with relevant registration bodies mandatory continuing professional development requirements
Carry out all work and interactions in alignment with the CARE values
Report all incidents and near misses as soon as possible after the event
Participate in risk management activities and assist with identification and control of risks within their department or area of work
Actively support compliance with the National Safety & Quality Health Service Standards and other professional standards and relevant regulatory requirements

CARE Values

All staff are expected to behave in a way that is in alignment with our corporate values:


 <p>Collaboration</p>	<p>Works with a team focus Cooperates with others and gains input and support to assist in achieving objectives We work with others to achieve shared goals</p>
 <p>Accountability</p>	<p>Monitors the impact of one's own behaviour on others Supports a "no-blame" culture in reporting incidents and helping to effectively resolve them</p>
 <p>Respect</p>	<p>Treats people fairly and openly Treats people with dignity Demonstrates personal standards of consistency, tolerance and patience</p>

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<p>Excellence </p>	<p>Consistently supports and follows organisational policies and procedures Actively participates in identifying opportunities to improve what we do</p>
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Key Relationships	
Internal	External
Clinical Nurse Education Team Leader, Undergraduate Education Lead, Graduate Nursing Program Lead, Post-Graduate Nursing Education Lead, Professional Development Lead, Director of Education, Executive Director Medical Services, Executive Director Nursing, Nurse Unit Managers, Heads of Department, Clinical Nurse Consultants HDU and ED, Clinical staff, other members of the Education team	Undergraduate students, Post Graduate students, Universities, TAFE’s and other education providers

Key selection criteria	
KSC 1	Extensive experience and skill in advanced clinical nursing
KSC 2	Demonstrated ability to develop, implement and evaluate education /training programs using modern, evidence-based education techniques.
KSC 3	Experience designing education programs to address identified areas of clinical risk
KSC 4	Demonstrated experience supporting and developing less experienced colleagues.
KSC 5	Demonstrated knowledge and experience in quality improvement processes and activities

Leadership Capabilities					
The table below indicates the leadership capability levels required. This table will need to be read in conjunction with the ERH Leadership Capability Framework.					
✓ PLEASE USE A TICK ICON TO INDICATE REQUIRED LEVEL					
Category	Descriptors	Foundation	Proficient	Advanced	Highly Advanced
Collaboration 	Inspires direction & purpose		✓		
	Turns challenges into opportunities			✓	
	Communicates effectively			✓	
	Builds relationships			✓	
	Works collaboratively			✓	

POSITION DESCRIPTION

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Accountability 	Acts with integrity		✓		
	Demonstrates accountability			✓	
	Drives accountability			✓	
	Manages self		✓		
	Promotes innovation			✓	
Respect 	Accessible communicator		✓		
	Values difference		✓		
	Consistently articulates direction		✓		
	Empowers others		✓		
	Respectfully influences		✓		
Excellence 	Delivers results			✓	
	Plans and prioritises			✓	
	Thinks and solves problems			✓	
	Consumer focus		✓		
	Innovation change leader		✓		

TERMS & CONDITIONS OF EMPLOYMENT:

Terms and conditions are in accordance with the Letter of Offer and Contract of Employment.

I acknowledge that I have received a copy of this position description. I have read (or have had read to me) and understand the requirements of this position. I agree to work in accordance with this position description.

Signed: _____ Date: / /

Print Name: _____

cc: Employee File